

What's new in the SuccessFactors Q2 2017 release? A wrap-up by delaware

Discover the highlights in Employee Central, Recruiting, Talent Learning, SuccessFactors Platform and SuccessFactors Mobile!



Dear,

As we announced in our previous newsletter, we are gearing up for the first major release in 2017, that will be live on June 5th!

As of this year, SuccessFactors will offer two major releases (in Q2 and Q3) with both universal features and opt-in features, and two minor releases (in Q1 and Q4) with mostly opt-in features.

So buckle up for a major newsletter as well! There are lots of new features and enhancements, but we have tried to present them for you in bite-sized chunks. Feel free to just scroll down to the most relevant modules for you. You will notice that besides the major enhancements, quite a lot of minor improvements have also been added which we at delaware believe you will find very valuable as well!

Would you like to learn more about SAP's roadmap and about how SuccessFactors is helping organizations to realize the full potential of their HR strategies? If so, join us at SAP's SuccessConnect 2017 in London and get ready to execute your HR digital transformation!

Any questions or comments?

Feel free to contact us via SuccessFactors@delawareconsulting.com.

Happy reading!

Kind regards,
The delaware SuccessFactors team



WHAT'S NEW: EMPLOYEE CENTRAL

COMPANY STRUCTURE OVERVIEW

Company Structure Overview enables organizations to visualize one or more company structures. Whereas before, only reporting lines between employees were visible in SuccessFactors, this new feature enables users to see both the relationships of all MDF object types (e.g. legal entities, business units, ...) and how many employees are related to each organizational structure, with a drill down to more details. This is definitely a new feature that many of you have been eagerly awaiting!

CONTINGENT WORKERS

As of this release, it is possible to separate the data model for contingent workers and employees. Users can now use a customized hire wizard for contingent workers (e.g. interim employees, consultants, ...) using only a limited dataset.

END DATE FOR PAYMENTS

SuccessFactors has greatly improved the current, time-consuming 2-step process of first creating a start date for a payment and then adding an end date in a separate step. In the new release, you can also set the end date for recurring payments in the compensation information portlet in the same step. Time gains and a reduced risk of payroll inconsistencies equal a double win for payroll administrators!

SOME VERY WELCOME MINOR ENHANCEMENTS:

SAP has almost doubled the number of custom fields in Job Information.

In the case of concurrent employments for one employee, HR Admins can now delete a specific employment rather than having to delete them all in order to make an adjustment. This is a small but very valuable enhancement within SuccessFactors.



WHAT'S NEW: RECRUITING

RECRUITING MEETS EMPLOYEE CENTRAL (EC)

Both modules are better linked since the new release. Objects that have been created in EC (e.g. departments, cost centers, ...) to store master data will now automatically be integrated in Job Requisitions and Offers. So, as of now, picklists of these fields for example, will no longer have to be maintained twice as HR Admin: once in Recruiting and once in Employee Central.

CAREER SITE SEARCH SETTINGS

Although only a minor change, the search settings previously only available in Provisioning are now also available in the Admin Center. This increases flexibility and user-friendliness by allowing HR Admins to configure their own Internal/ External candidate search settings for the Internal and External Career Sites.

NEW FILTER OPTIONS IN CANDIDATE LIST

Another interesting minor enhancement are the additional search settings that have been added to the candidate list for a specific job requisition. It is now easier for recruiters to filter and review candidates. The new filters are:

- **Name:** Candidate name starts with the given string (on first name, middle name or last name only; combinations are not supported)
- **Email:** Email address starts with the given string
- **Viewed (new applications):** Application has or hasn't been viewed yet
- **Last Updated:** Application has been updated in the last x number of days

VALIDATION OF TOKENS IN RECRUITING EMAIL TRIGGERS

Recruiting now validates the use of standard email tokens facilitating the creation of new Recruiting email templates. Each email trigger can include different standard tokens. The system will alert the user if the newly created template includes unsupported standard tokens.

RECRUITING MARKETING

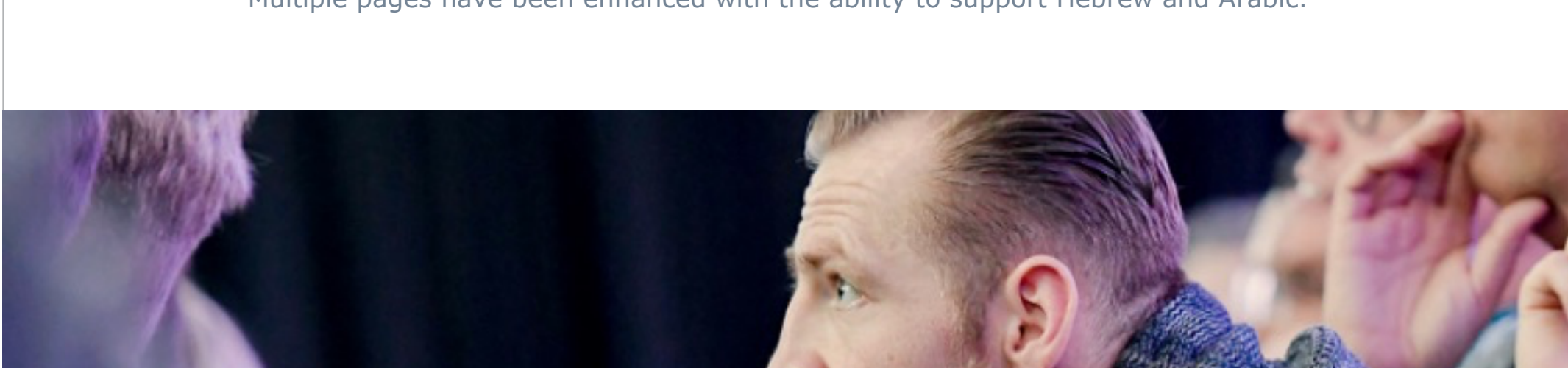
Thanks to the new Career Site Builder, customers using Recruiting Marketing can now create custom landing pages on their career site, e.g. to enable visitors to register for a job fair or other events. This new feature eliminates the need to register visitors' contact details in a separate file or system.

MORE NICE-TO-KNOW NEWS: FIORI KEEPS ON CONQUERING SUCCESSFACTORS

Just like in previous releases, SuccessFactors is increasingly being 'Florisied'. Check out the new look & feel of the Job Application Sent page, My Saved Applications, Background Check Status, Offer Letter and more right away!

SUPPORT OF RIGHT-TO-LEFT LANGUAGES

Multiple pages have been enhanced with the ability to support Hebrew and Arabic.



WHAT'S NEW: LEARNING

CONSISTENT APPROVALS

As of now, whenever an approval flow is defined, the approval process will be followed accordingly – including when a supervisor registers employees for or withdraws them from a training course. This added consistency in the online approval process eliminates the need for a supervisor to approve registration/ withdrawal in an offline process.

ADDITIONAL USER IDENTIFIER

When recommending a course from the catalog to a colleague, this new feature enables you to select the right colleague if there are multiple users with the same name. The user ID of the selected user will no longer be displayed.

SOME INTERESTING OPT-IN FEATURES:

Instructor enhancements

The instructor view has been firmly approved. Instructors are no longer obliged to use standard reports, but instead are able to create custom reports for the print roster according to their needs. Furthermore, all actions will now be displayed by default.

New calendar view

Calendar 3 is now generally available and offers improved user-friendliness.

A sneak preview of Q3:

Looking ahead, SAP has already announced that, as of the Q3 release, it will be possible to add images to quizzes – an enhancement that many users have been waiting for!



WHAT'S NEW: SUCCESSFACTORS PLATFORM

NEW INTEGRATION FEATURES

One of the major enhancements in this release is the fact that Integration Center now supports **SOAP-based outbound integrations**. Whereas before, direct interfaces were only possible through REST web services, SuccessFactors can now be directly interfaced with other systems using both types of web services.

Moreover, integration between Employee Central and Microsoft Active Directory is now available on the SAP Cloud Platform integration, eliminating the need for custom integration and reducing both risk and effort in implementation and maintenance. It is now possible to integrate with Microsoft Active Directory for create user account and disable user account scenarios.

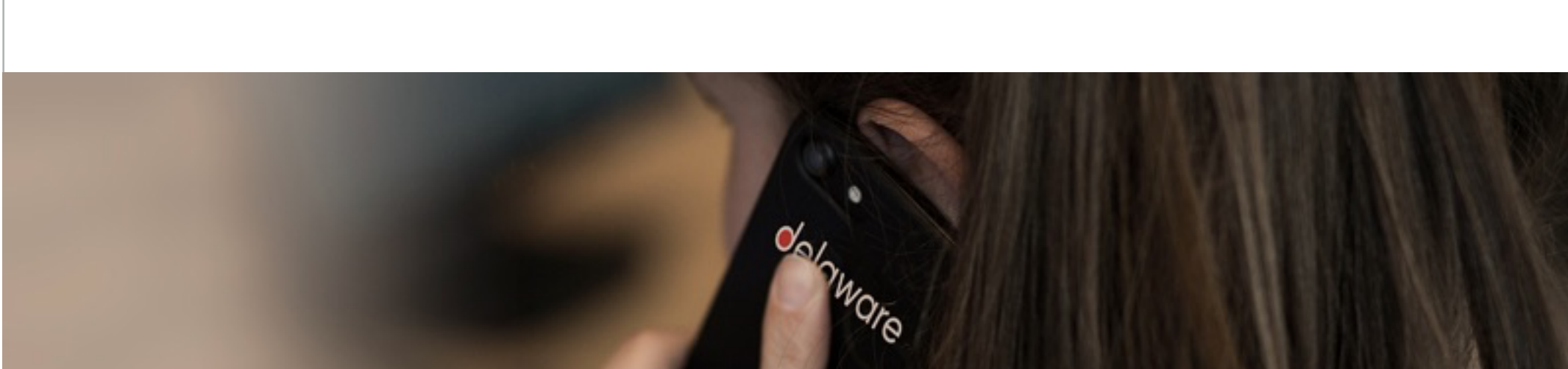
SOME INTERESTING MINOR ENHANCEMENTS:

Maintenance page

As of now, a maintenance page can be switched on to prevent people logging in during maintenance activities.

Advanced ToDo's & Workflow User Interface

Whereas before, HR Admins only saw a workflow linked to an employee, today the type of workflow (e.g. application for annual leave) and the number of days the application is pending are also displayed. This is a very big step forward in user-friendliness. At the same time, some further improvements have been made concerning 'en masse' approvals and filters.



WHAT'S NEW: SUCCESSFACTORS MOBILE

UPDATED IOS APP DESIGN

For increased user-friendliness, the design has been updated to match the standard Apple design. All profiles are now displayed in the same way as Apple contacts.

INTRODUCING DEEP LINKING IN LEARNING

When receiving an email via Learning (e.g. to communicate that a new learning opportunity has been assigned to a user), employees can immediately access the learning details on their mobile device by clicking on the link in the email. This is a nice enhancement which avoids them having to first go to the SuccessFactors homepage and then navigate to Learning to check the details.

Any questions or comments?

Feel free to contact us via SuccessFactors@delaware.pro or you can visit us [online](#).